## White Allyship, Action & Accountability Initiative
### Additional Tools and Resources

<table>
<thead>
<tr>
<th>Title</th>
<th>Author</th>
<th>Type</th>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>Academia Isn't a Safe Haven for Conversations About Race</td>
<td>Tsedale M. Melaku and Angie Beeman</td>
<td>Article</td>
<td>We become familiar with terms like “invisible labor”, “inclusion tax” and “racism-evasive rhetoric” to understand how our deflection from problematic behavior perpetuates anti-Blackness and our inability to engage in meaningful dialogue on race and racism.</td>
</tr>
<tr>
<td>Ally or Accomplice? The Language of Activism</td>
<td>Teaching Tolerance</td>
<td>Article</td>
<td>A new use of the word accomplice pushed this educator to rethink her activist approaches inside and outside the classroom.</td>
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<tr>
<td>Calling on Co-Conspirators</td>
<td>American Libraries Magazine</td>
<td>Article</td>
<td>Bettina Love pushes for abolitionism in the education system at PLA2020</td>
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<tr>
<td>Some Do's and Don'ts for White People Who Want to Discuss Racism at Work</td>
<td>Dynasti Hunt (Zora/Medium)</td>
<td>Article</td>
<td>How to effectively engage with your Black friends or colleagues during these sensitive times.</td>
</tr>
<tr>
<td>The 7 Circles of Whiteness</td>
<td>Alishia McCullough M.S., LCMHCA, NCC</td>
<td>Article</td>
<td>The seven circles of whiteness is a learning tool that puts a name to the myriad of ways that whiteness exists as a construct in American culture.</td>
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<tr>
<td>The George Floyd Protests: A Guide to Practicing Anti-Racism as an Asian Ally</td>
<td>Vice News</td>
<td>Article</td>
<td>We learn how Asians and Asian Americans can effectively support the Black community with their allyship.</td>
</tr>
<tr>
<td>The Rules of the Diversity and Inclusion Racket</td>
<td>Dr. Chanda Prescod-Weinstein (The Riveter)</td>
<td>Article</td>
<td>What white people really mean when they talk about diversity in higher education.</td>
</tr>
<tr>
<td>What is/isn't Transformative Justice?</td>
<td>Adrienne Maree Brown</td>
<td>Article</td>
<td>Urges us to be careful with how we direct our energy. We must seek transformative justice, which has long-term impact instead of the short-term gain that comes from seeing the fall of individuals, who are often just a symptom of a much deeper, systemic issue.</td>
</tr>
<tr>
<td>When Feminism is White Supremacy in Heels</td>
<td>Rachel Elizabeth Cargle</td>
<td>Article</td>
<td>From tone policing to whitesplaining, the ways that liberal white women's feminism can be toxic.</td>
</tr>
<tr>
<td>When Grief and Crises Intersect: Perspectives of a Black Physician in the Time of Two Pandemics</td>
<td>Kimberly D Manning, MD (Journal of Hospital Medicine)</td>
<td>Article</td>
<td>Offers hospitals and leaders a starting point from which we can offer support to Black patients, colleagues, and friends during a time of heightened grief.</td>
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<tr>
<td>Women of Color Need Courageous Allies in the Academy</td>
<td>INSIGHT Into Diversity</td>
<td>Article</td>
<td>What do Black women need and want from their White colleagues? What are some concrete steps or advice they can take?</td>
</tr>
</tbody>
</table>
### Your Black Colleagues May Look Like They're Okay—Chances Are They’re Not (21 Day Challenge)

Danielle Cadet for Refinery29 (reposted via Yahoo!)

**Article**

How to effectively engage with your Black friends or colleagues during these sensitive times.

### Dispatches from the Race War

Tim Wise

**Book**

Essays on racial flashpoints, white denial, violence, and the manipulation of fear in America today.

### So you want to talk about race?

Ijeoma Oluo

**Book**

Guides readers of all races in having honest conversations about race and racism, and how they infect almost every aspect of American life.

### White Like Me: Reflections on Race from a Privileged Son

Tim Wise

**Book**

This deeply personal polemic reveals how racial privilege shapes the daily lives of white Americans in every realm: employment, education, housing, criminal justice, and elsewhere.

### Me and White Supremacy

Layla Saad

**Book**

Structured as a 28-day guide targeted at white readers, the book aims to aid readers in identifying the impact of white privilege and white supremacy over their lives.

### Cycle of Liberation

Bobbie Harro

**PDF**

Readings for Diversity and Social Justice, Routledge 2000

### Cycle of Socialization

Bobbie Harro

**PDF**

Readings for Diversity and Social Justice, Routledge 2000

### Hardiman Jackson Identity Development Summary

University of North Texas

**PDF**

Race Identity Development Summary

### Social Identity Development Model

Bailey Jackson & Rita Hardiman

**PDF**

Racial Consciousness and Identity for White People & People of Color

Overview, Charts, Definitions

### Seeing White

Scene on Radio

**Podcast**

14-part series on evolution of Whiteness

### Co-Conspirators

C-Span

**Video**

Bettina Love explains the difference between allies and co-conspirators in the fight for justice.

### Addressing Anti-Blackness on Campus: Implications for Educators and Institutions (21-Day Anti-Racism Challenge)

CORA

**Webinar**

A panel of experts came together to discuss viable solutions for confronting anti-Blackness in education. Center for Organizational Responsibility and Advancement (CORA)

### Section 4: Allying, Actions, and Accountability (21-Day Anti-Racism Challenge)

UC San Diego

**Webinar**

Chancellor’s 21-Day Anti-Racism Challenge webinar on allying, actions, and accountability

### Women of Color Need Courageous Allies in the Academy: An Open Dialogue with White and Black Women (PART 1)

INSIGHT Into Diversity

**Webinar**

Part 1 (Jul 2020)

INSIGHT Into Diversity hosts an open dialogue with White and Black women addressing racial and gender equity in the academy. What do Black women need and want from their White colleagues?
Women of Color Need Courageous Allies in the Academy: An Open Dialogue with White and Black Women (PART 2)

| Women of Color Need Courageous Allies in the Academy: An Open Dialogue with White and Black Women (PART 2) | INSIGHT Into Diversity | Webinar | Part 2 (Dec 2020) INSIGHT Into Diversity hosts an open dialogue with White and Black women addressing racial and gender equity in the academy. What do Black women need and want from their White colleagues? |
| Under the Blacklight | African American Policy Forum | Webinars | Moderated by Kimberlé Crenshaw, this series seeks to interrupt the narratives, political decisions, and histories that serve as the conditions of possibility for COVID-19’s destruction. |
| AAJ Additional Resources and Tools to Continue Your Journey | Stanford University | Website | Articles/Videos Toolkits/Training Resources |
| Anti-Racism Action Plan Guidebook | Amit Taneja and Kasey Catlett | Website | This guide broadly focuses on racial justice with a particular focus on anti-Black racism. |
| Anti-Racism and Allyship 7 Day Journey (AAJ) | Stanford University | Website | Move from understanding, to reflection, to taking new actions. While this journey is geared toward understanding race, racism and anti-Black racism in the US context, much of the material (and certainly the overarching principle of “learn, reflect, act”) is applicable to many other contexts. |
| Anti-Racism Resources | UC San Diego | Website | Resources to support your personal edification and discussions with students, colleagues, and teams regarding racism. |
| Anti-Racist Resources and Articles | UC San Diego Women’s Center | Website | Covers Whiteness in America, White supremacy, anti-Blackness, police violence, resources for parents and teachers |
| Inclusion 1st Project | Inclusion 1st Project | Website | The Inclusion 1st™ Project is a collaborative exploration of Inclusion created by the questions and discourse of allyship in the Anti-racist Movement. |
| Physicist Strike for BLM Resource List (21-Day Anti-Racism Challenge) | Particles for Justice | Website | An extensive library of resources for people interested in acting for Black lives and for Black people seeking support with self-care. |
| Racial Equity Tools | Racial Equity Tools | Website | Designed to support individuals and groups working to achieve racial equity. This site offers tools, research, tips, curricula and ideas for people who want to increase their own understanding and to help those working toward justice at every level. |
| The Center for Transformation and Change | Dr. Kathy O’Bear | Website | Resources for White allyship and White accountability groups |
| The Characteristics of White Supremacy Culture | Showing Up for Racial Justice | Website | A list of characteristics of white supremacy culture which show up in our organizations. |